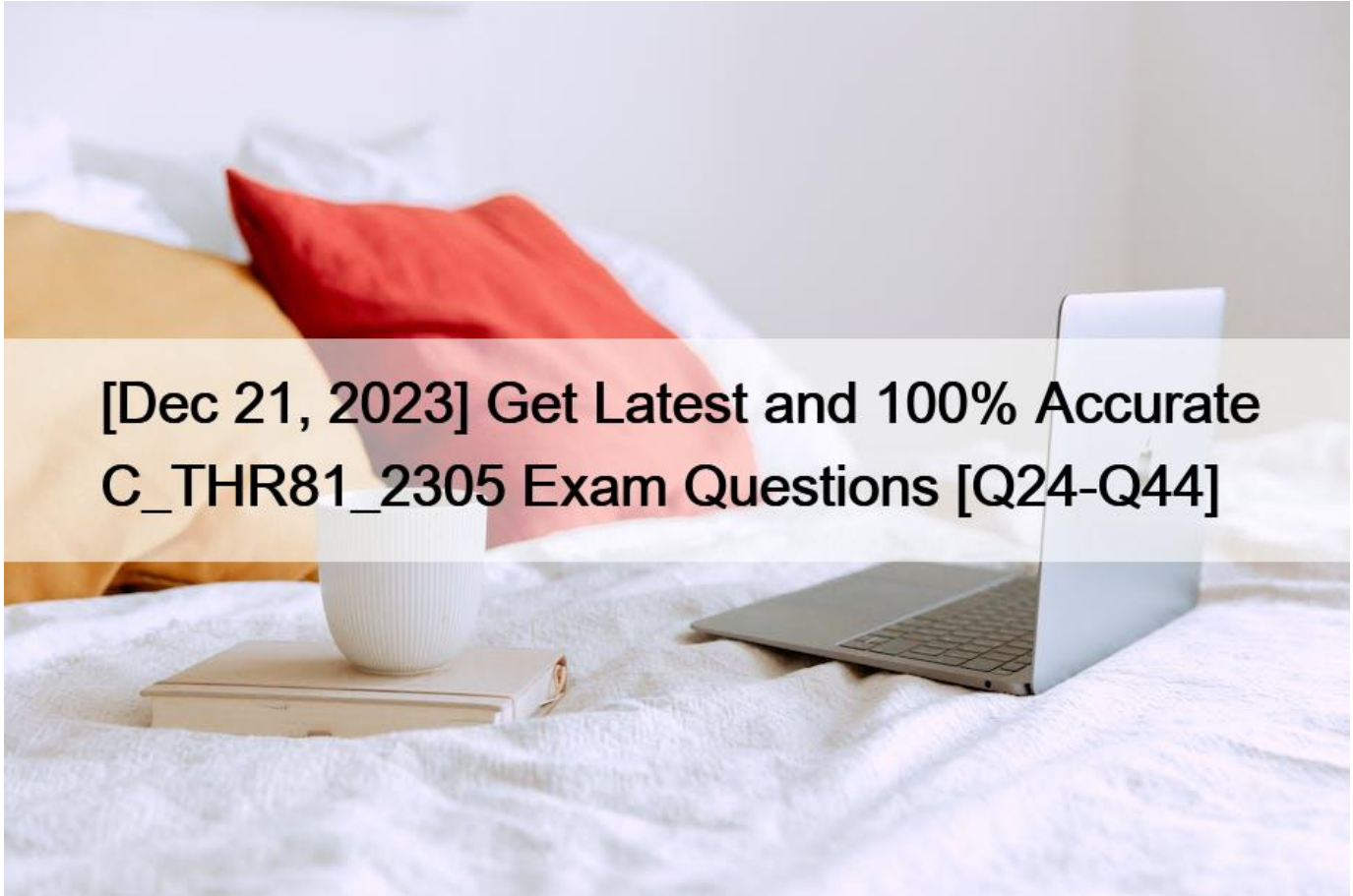


[Dec 21, 2023 Get Latest and 100% Accurate C_THR81_2305 Exam Questions [Q24-Q44]



[Dec 21, 2023] Get Latest and 100% Accurate C_THR81_2305 Exam Questions [Q24-Q44]

[Dec 21, 2023] Get Latest and 100% Accurate C_THR81_2305 Exam Questions
Maximum Grades By Making ready With C_THR81_2305 Dumps

NO.24 Generic Objects

Which of the following Destination Objects are referenced for Valid When and Composite associations?

Note: There are 2 correct answers to this question

- * Composite association – Parent object
- * Composite association – Child object
- * Valid When association – Higher level object
- * Valid When association – Lower level object

NO.25 How can you remove employee records using Import Employee Data? Note: There are 2 correct answers to this question

- * Use DELIMIT operation in Incremental Load
- * Use DELETE operation in Full Purge
- * Use DELETE operation in Incremental Load

- * Use DELIMIT operation in Full Purge

NO.26 Which of the following blocks allow you to use business rules for triggering event reason derivation?

Note: There are 2 correct answers to this question

- * Compensation Information
- * Job Information
- * Job Relationships
- * Personal Information

NO.27 Importing and Exporting Data

Which actions can you perform with the Import and Export Data tool?

Note: There are 2 correct answers to this question

- * Download a template
- * Import zip files
- * Import employee records
- * Export employee data

NO.28 How is the event reason derived when a business rule is enabled for import?

- * The event reason indicated in the import overrides the onSave ERD rule
- * The event reason must be selected manually
- * The onSave ERD rule overrides the event reason value indicated in the import file
- * The event reason is derived using the catch all rule

NO.29 Foundation Objects

A customer needs to create a custom field that appears only for Legal Entity records with a country of France.

How do you create the required field?

Create a field in the legal Entity HRIS element in the Country Specific Field

- * Corporate Data Model Create a field in the legal Entity HRIS element in the Corporate Data Model.
- * Add field criteria to only display the field when the country is France
- * Create a field in the Legal Entity France object in Configure Object Definition.
- * Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France

NO.30 Workflow Configuration

How do you add another approver to an in-progress workflow?

Go to Manage Organization, Pay and Job structures to add an approver to the

- * Go to Auto Delegate to assign a new approver
- * Go to Manage Route Map to divert the request to another approver
- * Go to Manage Workflow Request to insert a new approver
- * workflow configuration

NO.31 In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question

- * Calculate Full-Time Equivalent
- * Internal Job History
- * Rules for Hire/Rehire
- * Trigger Workflows

NO.32 Which field data types use a Valid Values Source configuration in a generic object? Note: There are 3 correct answers to this question

- * Generic object
- * Attachment
- * Foundation object
- * Picklist
- * User

NO.33 Business Rules

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- * Compensation Information
- * Biographical Information
- * Personal Information
- * Job Information

NO.34 How do you create Country/Region specific fields (CSF) for a country that does not have pre-delivered CSF fields?

Note: There are 3 correct answers to this question

- * Create a new generic object
- * Create a composite association to the new generic object on Legal Entity
- * Update the field criteria of the association
- * Update the condition and condition values of the association
- * Create a composite association on the new generic object to Legal Entity

NO.35 Which import file creates a user account in the system?

- * Biographical Information file
- * Employment Details file
- * Job History file
- * Basic Import file

NO.36 Which foundation objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question

- * Pay Calendar
- * Event reason
- * Cost center
- * Location
- * Pay range

NO.37 Data Models

What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

- * All Custom associations should be built as one-to-one
- * All custom associations should be built between an XML FO and another XML U FO
- * All custom associations Should be built as one-to-many
- * All custom associations should be built between an MDF FO and another MDF U FO

NO.38 How does the effective start date of a record affect valid When associations?

- * You can only associate records when they were created the same day
- * You can associate a child record that precedes the parent's effective start date
- * You can associate records with the same effective start dates
- * You can associate a child record if it is after the parent's effective start date

NO.39 Your customer wants to create an association with the requirement that one division can belong to many business units.

What association do you need to build?

- * A Composite association in the division object definition
- * A Composite association in the business unit object definition
- * A Valid When association in the division object definition
- * A Valid When association in the business unit object definition

NO.40 Workflow Configuration

How do you set the current and future managers of an employee as approvers in a workflow?

Note. There are 2 correct answers to this question

- * For current manager, set Context: Target
- * For current manager, set Context; Source
- * For future manager, set Context: Source
- * For future manager, set Context: Target

NO.41 Security, Settings, and Languages

Which permission controls a user's access to the Edit button in the history of Job Information?

- * Job Information Actions > Correct
- * Edit Link > Edit/Insert
- * Job Information Actions > View History
- * Job Information Actions > Edit/Insert

NO.42 Generic Objects

How does the system validate the destination object for composite associations?

- * The system validates if the destination object has an effective dating set to From Parent
- * The system validates if the destination object has an effective dating set to u None
- * The system validates if the destination object has an effective dating set to U Basic
- * The system validates if the destination object has an effective dating set to Multiple Changes Per Day

NO.43 Security, Settings, and Languages

How do you ensure manager roles are able to initiate job relationship transactions through Take Action in People Profile?

- * Use the attached image as a visual guide

Job Relationship Actions: View Current

Edit Link: View Current/History/Edit/Insert

Relationship Type: View Current

Name: View Current

* Job Relationship Actions: Select All

Edit Link: No Selection

Relationship Type: View Current Name: View Current

* Job Relationship Actions: No Selection i-i Edit Link: No Selection LJ Relationship Type: View Current Name: View Current

* Job Relationship Actions: Edit/insert

Edit Link: No Selection

Relationship Type: View Current/History/Edit/Insert

Name: View Current/History/Edit/Insert

NO.44 Workflow Configuration

Your client has a requirement to create an escalation path for their New Hire workflow.

Which steps will you follow to configure this escalation path?

Note: There are 2 correct answers to this question.

* Create the escalation path using the Manage Data tool.

* In the Corporate Data Model, confirm that the <hris-field id = “escalation”> is enabled for HRIS element wfconfig

* Create the escalation path using the Manage Organization, Pay and Job Structures tool

* In the Corporate Data Model, confirm that the <hris-field id = “escalation”> is enabled for HRIS element wfStepApprover

Give push to your success with C_THR81_2305 exam questions:

https://www.testkingfree.com/SAP/C_THR81_2305-practice-exam-dumps.html